GRUMMAN plane news

Vol. 42, No. 18, October 14, 1983. Bethpage, N.Y. 11714

GAC pursues contract to build USAF's next generation of fighters

Seven companies are developing their ideas for the Air Force fighter that will rule the skies in the 1990s, and Grumman Aerospace is one of them.

The company was awarded a Concept Development Investigation contract to develop a conceptual design of the U.S. Air Force's Advanced Tactical Fighter (ATF). Grumman's award was $949,000 and other contracts for approximately the same amount were awarded to Boeing, General Dynamics, Lockheed, McDonnell Douglas, Northrop and Rockwell International.

Design due in '84

"We will have about 100 people working on this phase of the program when it hits its peak," says program manager John McCabe. They will put together the conceptual design that Grumman must deliver to the ATF Concept Development Team in the Aeronautical Systems Division at Wright-Patterson Air Force Base, Ohio, in late spring 1984.

No more than three of the seven competitors will win contracts in 1985 for the next phase of the program. During that demonstration/validation phase, each of the winners will prove their new ideas either on a prototype aircraft or aboard one or more contemporary planes. The Air Force will then choose one of the three contractors for a full scale engineering development contract sometime around 1989.

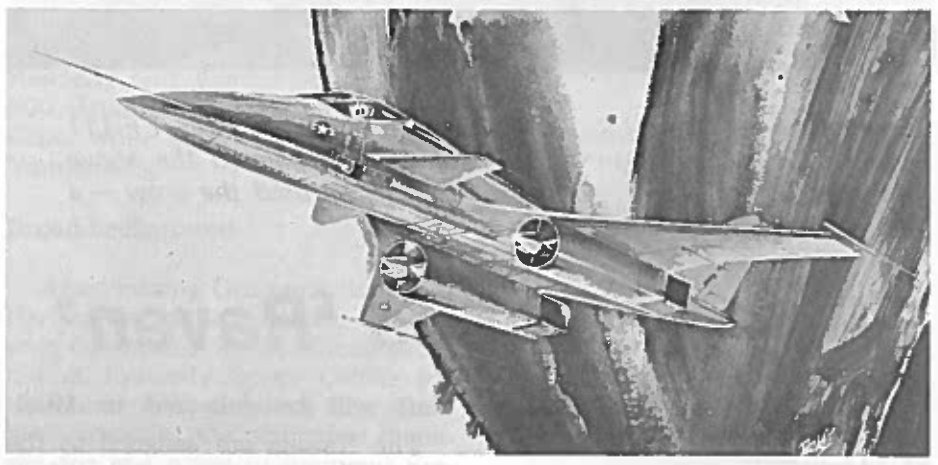
The Air Force has many requirements for this air superiority fighter. It will be looking at how the concepts propose to meet anticipated threats, operate from battle-damaged and isolated airfields and hold down production and maintenance costs. The ATF's primary mission is air superiority both in long range and close-in air-to-air combat, McCabe explains. As a secondary role, the new fighter will have to be able to carry out some air-to-ground assignments.

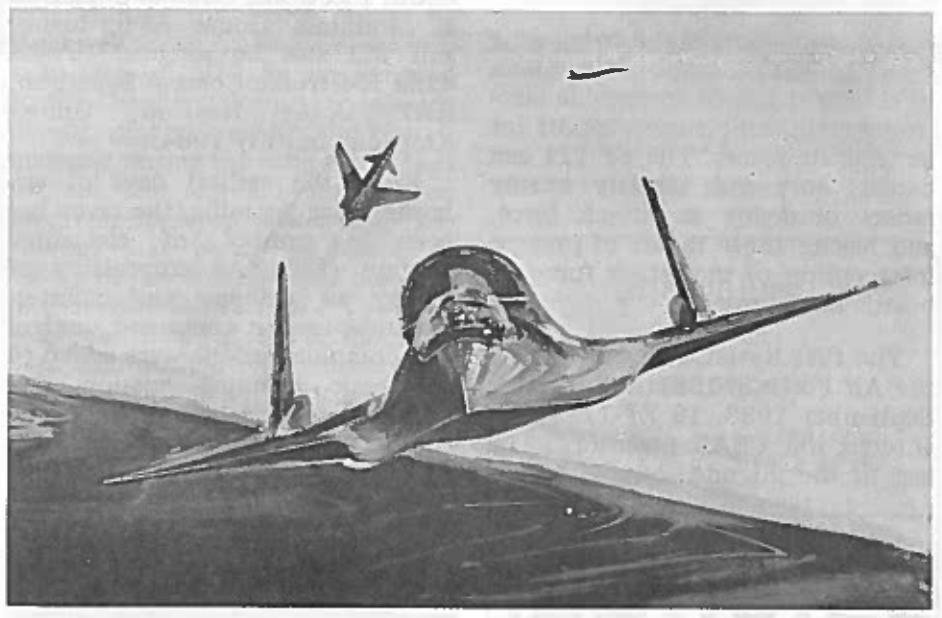
"The contractors must integrate the best features of current technologies," says Col. Albert Piccirillo, the director of the ATF program. "Some areas to be considered will be new materials, such as composites and advanced metallics; new electronics, including advanced cockpit automation, integrated fire and flight controls, advanced radars and sensors; vectored thrust; built-in test and support equipment, and low observables technology."

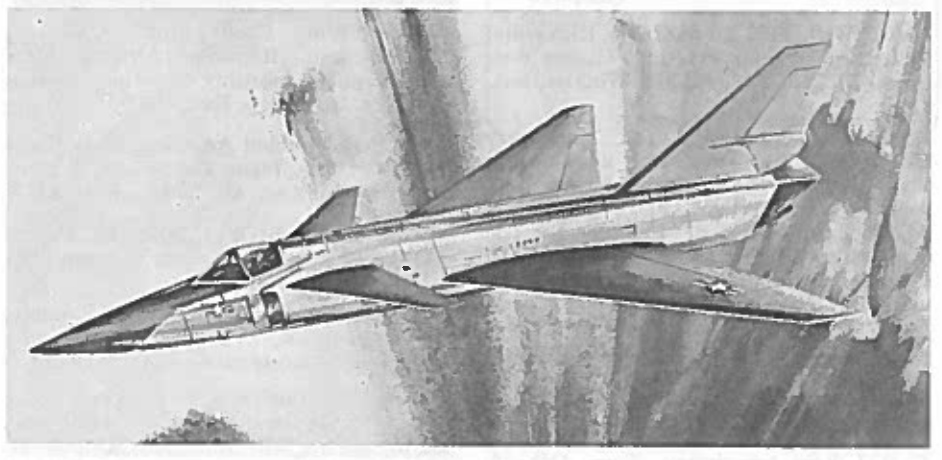
McCabe says that, "In that regard, our X-29 Technology Demonstrator is very relevant. We will be looking at the application of many of the advanced technologies embodied in the X-29 to the ATF."

A big step beyond

Whether its wings will sweep forward or aft, the ATF's performance will be a big step beyond the F-15 Eagle it will replace. "It will have much higher performance levels, have greater range, carry greater payloads . . . to say nothing of the avionics improvements . . . and yet require far less logistics and maintenance support," McCabe exclaims. "The capabilities the ATF will provide will be far, far in excess of those offered in today's tactical aircraft or their derivatives."







On the drawing board. *The aircraft depicted in the above renderings are just a few of the many designs for the Air Force's next air superiority fighter that Grumman is investigating.*

Good foresight. *The U.S. Air Force recently named the EF-111 'Raven.' When Grumman artist Mike Gavigan painted the above rendering for the 1983 'Horizons' calendar, he used the crow — a relative of the raven.*

EF-111 dubbed 'Raven'

The U.S. Air Force has selected the popular name "Raven" for the EF-111 aircraft.

A modification of the swing-wing F-111 fighter, the Grumman EF-111 is designed to provide electronic countermeasures support for tactical air forces. The EF-111 can detect, sort and identify enemy radars observing an attack force, and negate those radars to prevent interception of the attack force by hostile air defenses.

The first Raven was accepted by the Air Force in 1981, and through September 1983, 16 EF-111s have entered the USAF inventory. The last of the intended buy of 42 aircraft will be delivered in 1985.

The Ravens are assigned to the 390th Electronic Combat Squadron at Mountain Home AFB, Idaho, and will also be assigned to the 42nd Electronic Combat Squadron, RAF Upper Heyford, United Kingdom, in early 1984.

From the earliest days of airborne radar jamming, the raven has been a symbol of electronic warfare (EW). As suppression of enemy air defenses and countermeasures against command, control and communications were added to the basic jamming mission, EW evolved to become "electronic combat." The raven remained symbolic of this specialized discipline.

calendar

AIAA: Wed., Oct. 26, Antun's, Hicksville, 5:30 p.m. Dinner meeting. Guests welcome. E. Lee, Ext. 9713/S. Winkler, Ext. 4279

American Production & Inventory Control Society: Tues., Oct. 25, Cooky's Steak Pub, Walt Whitman Mall, 6 p.m. social, 8 p.m. speaker. Guest speaker will be Richard Sabo of Lincoln Electric Company. Technical presentation "A Unique Management Approach to Productivity." Guests welcome. N. Heilweil, Ext. 2250

American Society of Mechanical Engineers: Wed., Oct. 26, Antun's, Hicksville, 5:30 p.m. Guests welcome. E. Lee, Ext. 9730/A. Miller, Ext. 5085

C. B. I. Vets Association: Tues., Oct. 25, Recreation bldg., 5 p.m. Election of Officers for 1984. Guests welcome. R. Fong, Ext. 2484/W. Pytlowany, Ext. 3926

Family Campers: Fri., Oct. 21-23, Hempstead Harbor. Guests welcome. B. Ingersoll, Ext. 117-7475/L. DeTurris, Ext. 6855

GACE Flying Club: Mon., Oct. 17, Cosmopolitan, Republic Airport, 5:15 p.m. Regular monthly meeting. Guests welcome. R. Reisch, Ext. 4847

Grumman Disabled American Vets Club: Wed., Oct. 19, Plant 3 cafeteria, 4 p.m. Business meeting. O. Lewis, Ext. 4476

Motorcycle Club: Wed., Oct. 19, Recreation bldg., 5 p.m. Guests welcome. R. Coutieri, Ext. 4828

Ski Club: Tues., Oct. 25, Tiki Lounge, North Babylon, 8:30 p.m. Guests welcome. A. Garmendia, Ext 7819/8910

Society of Logistics Engineers: Tues., Oct. 25, Antun's Hicksville, 5:30 p.m. Guest speaker will be Howell R. Riggs Jr. of Walstad, Kasimer, Tansey & Ittig of Huntsville Alabama. Guests welcome. S. Lane, Ext. 6428

(Continued on page 8)

Grumman joins Lockheed in bid for new satellite

Grumman Aerospace has joined with the Lockheed Missiles and Space Company in a bid to win a Phase I conceptual design study contract for the U.S. Air Force's Defense Support Program II — the next generation of advanced warning satellites.

This first phase will be a 15-month study leading to full-scale development of the advanced warning satellite and its ground support elements.

Full-scale development and initial production buy is expected to be in excess of $2 billion.

Grummanites at Plant 71 in Irvine, California, have developed a unique sensor for space-based infrared surveillance, and Grumman will be the prime contractor for sensors. The sensor team will include personnel from Grumman's Irvine Operations, Honeywell Inc. and Itek.

Three teams will be selected by the Air Force/Space Division, El Segundo, California in the Spring of 1984. The Lockheed/Grumman team faces strong competition from the likes of Hughes, Rockwell, TRW, McDonnell Douglas, General Electric and others.

Stuart team cited for blood donations

Like a good neighbor, Grummanites at Stuart Operations in Florida are always ready to support community programs. The Palm Beach Blood Bank recently lauded these Grummanites for their generosity.

Stuart Operations recently received the blood bank's Community Service Award. "The award is the blood bank's highest tribute and is bestowed in recognition of Grumman's sustained support for the human needs of the Greater Martin County region," said John Flynn, president and chief executive officer of the Palm Beach Blood Bank.

This blood bank is the sole source of blood for all 16 hospitals operating in the four-county area that surrounds and includes Stuart Operations. The blood need for the 25,000 patients annually has reached 60,000 units (pints). "Were it not for the spirited and continuing participation by the members of your facility, the task of meeting those blood needs would be especially difficult," Flynn told Ed Dalva, vice president and general manager of Stuart.

"Your accomplishments in this regard are quite notable," continued Flynn. "Since 1970, the Stuart division of Grumman has donated more than 3,000 units of blood for the benefit of the community. The figure is not only highest of any organization in Martin County, but also among the very highest throughout the blood bank's entire four-county service area."

In addition, Flynn acknowledged that 19 Grummanites have each donated over five gallons during this period. "By any standard, these achievements are unique and extraordinary," stated Flynn.

"Helping to save the lives of friends, families and neighbors through the giving of blood is the highest form of community action," concluded Flynn. "We thank you and salute Grumman for the demonstrated concern and special involvement."

Personals

On behalf of my family, I would like to thank all my Grumman friends and coworkers for their generous support and expressions of sympathy during the recent loss of my husband Walter. Esther Kargauer

My family and I wish to thank all our Grumman friends for their sincere expression of sympathy during the recent loss of my mother. Nick Stoia

I wish to express my heartfelt thanks and appreciation to friends and coworkers for the love and concern shown during the death of my son Glenn. Sincere thanks to all. May God bless each of you. Margaret Crider

My deepest appreciation and heartfelt thanks to all of my Grumman friends for their many kindnesses during my surgery at Mayo Clinic's St. Mary's Hospital and at Smithtown General Hospital. Your calls, cards, gifts and especially your prayers, provided the encouragement that both my wife and I needed to survive some trying experiences. Manning H. Dandridge

Many thanks to everyone for their concern and compassion during the illness and passing of my wife Joanne. George Werrbach and Family

On behalf of my family and myself I want to thank all my friends at Grumman for their generous gifts, support and expressions of sympathy during the recent death of my father. John Dengler

My family and I thank Grumman and friends for their expressions of sympathy concerning the loss of my mother. Emilia Solla

(Continued on page 3)

High tech talks

Dr. Edith Martin, Deputy Under Secretary for Research and Advanced Technology for the Department of Defense (DOD) visited Grumman recently. While in Bethpage, she shared her views on the DOD's research and advanced technology issues with top corporate officials.

She also had the opportunity to view the company's various high technology research-and-development activities. Above, Grumman Aerospace President George Skurla (R) personally welcomes Dr. Martin to Grumman. Later, the Deputy Under Secretary toured Bethpage facilities. Below, she visits the Product Development Operations Center (PDOC) in Plant 5.

GRUMMAN plane news

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Barton named GTSI vice president-Ops.

Dick Barton has been named vice president-Operations of Grumman Technical Services, Inc. (GTSI). He is responsible for the management of internal operations for GTSI at both Kennedy Space Center in Florida, and Vandenberg Air Force Base in California. Barton reports directly to GTSI President Fred Haise.

As a member of the Lockheed-led team, Grumman recently won the Shuttle processing contract. The team is required to do everything necessary to prepare the Shuttle Space Transportation System for each mission from both Kennedy and Vandenberg. About 800 Grummanites will work at the Cape, while another 300 will be at Vandenberg.

Broad background

After joining Grumman in 1968, Barton was named director of Support Operations for the Lunar Module at Kennedy Space Center for Grumman. His previous four years were spent as site activation manager for the Apollo Command Service Module for North American Rockwell.

In May of 1973, he was assigned to the Calverton facility to become deputy general manager and Plant 7 manager during the "Big Push" that put the A-6 and F-14 production programs back on schedule by the end of that year. In March of 1974, he became general manager of Calverton Operations.

In February of 1975, the company again called on his managerial expertise when it named Barton managing director of F-14 Operations in Iran.

The new GTSI vice president retired in 1964 as a full colonel after 22 years' service in the U.S. Air Force and more than 6,500 hours as a command pilot.

Military career

During his military career, Barton held key operational assignments with the Strategic Air Command around the world. In his last SAC assignment as deputy chief, Requirements Division, Operations Directorate, he aided in the development, coordination, and implementation of a complete operational test and evaluation plan for the Intercontinental Ballistic Missile Force.

Dick Barton

Unit values

Unit Values
as of
August 31, 1983

Equity Fund	$ 2.463 (down from $ 2.498)
Fixed Income Fund	$ 3.337 (up from $ 3.336)
Guaranteed Income Fund	$ 1.672 (up from $ 1.655)
Company Stock Fund	$26.563 (first unit value to reflect stock split)

(July 31 values are in parentheses)

Chicago blast. *People in the Grumman Regional Office in Chicago kept up the company tradition in grand style recently. At their annual family picnic, good times prevailed.*

Personals

The family of Harold Clareen wish to express their appreciation for the kindness extended to them during his illness and recent death.

Thank you sincerely for your condolences, prayers and donations. The memory of Mike will be with me forever and so will the memories of his kind and caring friends. Marie Sabia and Daughters

My family and I wish to thank our friends and co-workers at Grumman for their kindness and sympathy during the recent loss of our mother. Andrew Pfortsch and Family

HMO or Grumman/Travelers?

Health care: Choose the best for you

Some 22,000 Grummanites from Long Island to California have freedom of choice. In the near future, they'll be able to choose the best way to health care for their families.

The annual Health Maintenance Organization (HMO) open enrollment period, which starts on Monday, October 24, gives them that opportunity. During this period, eligible Grummanites will be able to join an HMO or switch back to the Grumman/Travelers Group Health Insurance Plan. The enrollment period ends November 18.

If you belong to an HMO (about 2,700 Grummanites now do) and plan to continue with it, things have gotten easier. "For the first time, current HMO members no longer have to return health coverage change request forms to continue with their HMOs," says Benefits manager Dolores Stierle. "If we don't hear from them by the end of the enrollment period, they will remain with their HMOs through 1984."

But all members and eligible nonmembers should still watch their mail during the week of October 24.

If you live in an area served by an HMO, your mail carrier will be delivering a packet containing brochures that outline the services offered by the HMO. (There may be more than one HMO serving your town, so you may be able to choose among HMOs.) Along with the information, you'll receive a health coverage change request form.

Read the brochures carefully and compare the health coverages offered by the HMOs and Grumman/Travelers. You can also find comparative information in your "Grumman . . and You" handbook.

Here, however, is a brief outline of the characteristics of HMOs so you'll know what makes them different from the traditional Grumman/Travelers Group Health Insurance.

Basically, an HMO is a group of general practitioners, specialists and other professionals delivering health care at one facility. Members are cared for at the center. When they need surgical or emergency care they get it at an affiliated hospital.

HMOs stress preventive medical care and members are urged to have regular physicals.

All their services are prepaid. There are no insurance forms to fill out, and no bills.

When you join an HMO, you keep your Grumman dental, disability and life insurance coverage, which is under Grumman/Travelers. However, it is important to note that certain oral surgical procedures that are not part of the dental plan are covered only under the Grumman/Travelers Group Health Insurance Plan. They aren't covered by HMOs, nor do the HMOs provide chiropractic care. They provide only limited psychiatric care.

As an HMO member, you choose your family doctors from among those who belong to the HMO. Under the Grumman/Travelers plan, you can go to any doctor or other medical institution you want, as long as the services they perform are covered under the plan. Grumman/Travelers then reimburses you for your expenses, within allowable limits, after you submit paid bills.

Grumman pays the entire cost of the Grumman/Travelers plan. It pays the same per capita amount towards individual's HMO membership. Where an HMO premium is more than the company's contribution, the member pays the difference through payroll deduction. (Check the accompanying table for the 1984 payroll deductions.)

After comparing HMOs and Grumman/Travelers, if you decide to change from one type of coverage to another, fill out the health coverage change request form and return it to the Benefits department by *November 18*. If you're happy with the coverage you now have, throw the form away.

Grummanites in California will only be offered one HMO option this year, Maxicare. Anyone in California interested in joining Maxicare should contact Carmen Encizo, Ext. 5586, in Bethpage. There will be no mailing to California this year.

Representatives of the HMOs serving Long Islanders will be at Grumman on November 16, 17 and 18 to answer questions. The telephone extensions on which you can reach them will be announced.

The best way to learn about an HMO is to visit it. There will be a list of open house dates with your information packet. Go there. See it in operation. Ask questions.

Whatever type of health care coverage you choose, you must stick with it through 1984. No changes can be made until next year's enrollment period.

1984 HMO weekly payroll deductions

HMO	Family	Individual	
Blue Cross/Blue Shield of Greater N.Y.	$1.35	$1.13	New York
Health Insurance Plan of Greater N.Y.	$0.00	$0.00	New York
Kaiser-Georgetown Community Health Plan	$2.14	$0.00	Washington D.C.
Prudential Health Care Plan	$0.77	$0.00	Houston, Texas
Maxicare	$9.21	$1.07	California

October is open enrollment time for optional insurance program

October is the open enrollment period for the Grumman Personal Accident Insurance Plan. This plan is designed to provide Grummanites and their dependents with accidental death and dismemberment insurance.

Don't be confused

This voluntary plan is offered in addition to the company-paid Group Term Accidental Death and Travel Insurance Plans. These company-paid plans cover you alone. (See sidebar)

The Grumman Personal Accident Insurance Plan provides additional protection for yourself and extends such protection to other members of your family.

Only actively employed Grummanites under the age of 70 may participate. If you qualify, you can also cover your spouse and your unmarried dependent children who are 19 or younger (or up to age 25 if they are full-time students). However, you must participate in the plan to enroll your spouse and children. Physical examinations are not required.

It's your choice

You may purchase from $10,000 to $250,000 of coverage for yourself. Under the family plan option, your spouse is insured for 60 percent of the amount you select — if there are no dependent children. Otherwise, your spouse is insured for 50 percent and each of your children is insured for 10 percent of your benefit.

The weekly cost for coverage for yourself is 12 cents per $10,000 of insurance; coverage for both yourself and your eligible family members is 17 cents per $10,000. Premium payment is through payroll deduction.

You may call the plan administrator toll-free on (800) 942-1905 within New York State, or (800) 431-2052 outside of New York, for additional information.

The only time you may join the plan or increase your coverage is during the enrollment periods — April and October. Enrollment applications are available at your local Employee Services (ES) office and in the Insurance Department office in Plant 28.

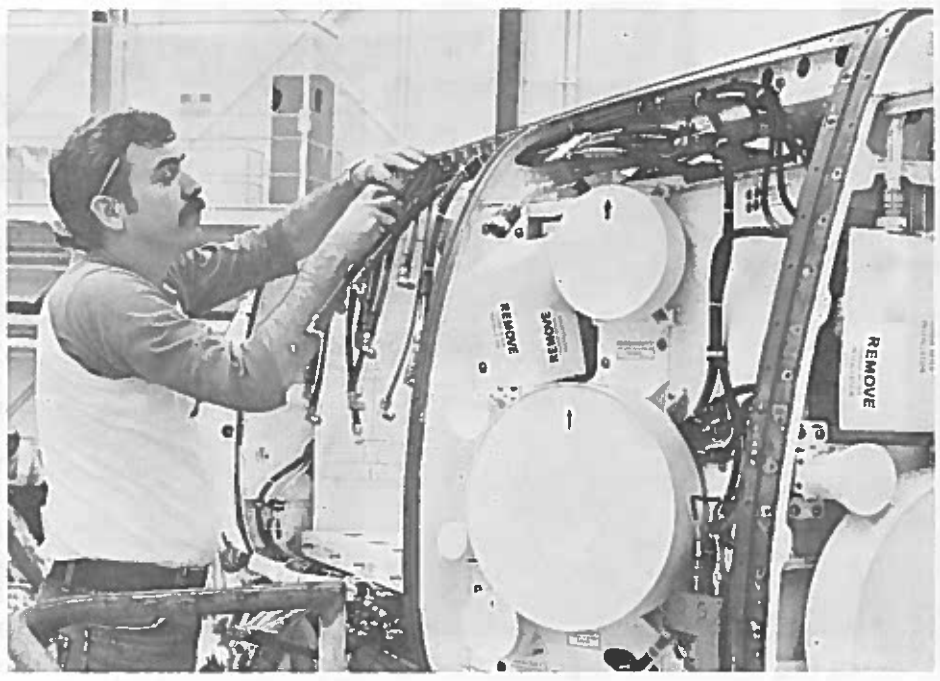
Company-paid benefits

Actively employed Grummanites are covered by three company-paid insurance plans:

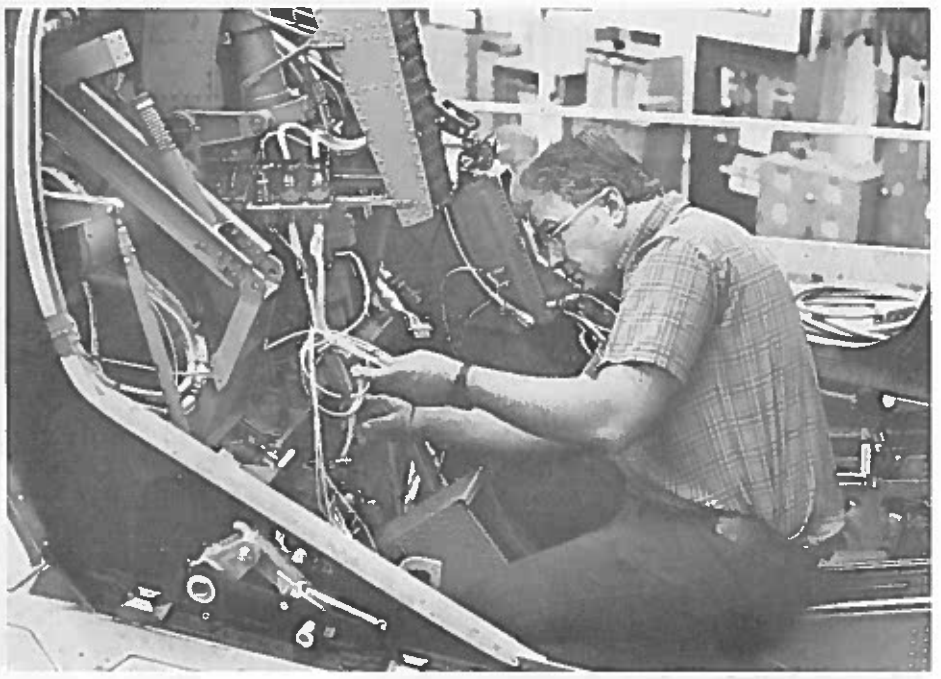
Group Life Insurance — If you should die while an active employee, Grumman's plan pays a benefit of twice your annual base salary. This coverage begins on your first day of work.

Accidental Death and Dismemberment — Should you lose your life through an accident — either on or off the job — your beneficiary will be paid the full accidental death benefits. This benefit payment will be equal to your annual base pay and will be made in addition to the benefits derived from the Group Life Insurance coverage. (See "Grumman. . .and you" handbook for additional information on dismemberment benefit coverage.)

Travel Accident Insurance — Should you die accidentally while travelling for Grumman, your beneficiary will receive a Travel Accident Insurance benefit equal to three times your annual base salary. The minimum benefit is $50,000; the maximum, $250,000. (See "Grumman . . . and you" for dismemberment insurance coverage.)



Only the beginning. *Richie Adams inspects cables on the EA-6B tail pod. There are currently two EXCAP Prowlers on the modification line at Plant 6.*



Front seat. *Grummanite Ray Geminski works on the forward cockpit of an EXCAP EA-6B on the Calverton modification line. (Photos by Karl Thoma)*

Keeping the edge in EW

Prowler hones its electronic claws

A mainstay in the U.S. Navy's electronic warfare force since 1971, the Grumman EA-6B Prowler continues to sharpen its claws. Under a recent agreement with the Navy, Grumman will update 57 ICAP-1 Prowlers with many of the latest ICAP-2 features.

"In order to cut down on the 'out of service' time, the Navy also contracted us to perform SDLM (Standard Depot Level Maintenance) while the aircraft undergoes systems modifications," states Dick Gregor, program manager, EA-6B Operations. It normally takes six months to perform SDLM and another seven months for systems update. Performing the two jobs concurrently will cut the "out of service" time from 13 months to seven months.

The Navy and Grumman have worked closely together to insure that the Prowler keeps its tactical jamming edge in the ever-changing world of electronic warfare. Since the EA-6B joined the fleet in January 1971, there have been three revisions to the Prowler.

EXCAP (for expanded capability) entered service in January 1973; ICAP-1 (for improved capability) followed in April 1976. The third version called ICAP-2 begins rolling off the production line at Calverton in January 1984. The fifth generation, called ADVCAP (for advanced capability), is already on the drawing boards.

"The first ICAP-1 aircraft will be inducted into the modification line in February 1985," reports Gregor. "The last of the 57 aircraft to be updated will be delivered in November 1991."

Earlier this year, Grumman began modifying the 15 remaining EXCAP aircraft in the Navy inventory to the latest ICAP-2 configuration. This program also includes SDLM. "Between the two programs, 72 EA-6Bs will be modified by Grumman over the next eight years," says Larry Buck, assistant program manager, EA-6B Modifications.

Better than ever

One of the major Prowler improvements is in the pods. An EA-6B can carry up to five pods, one under the fuselage and two under each wing. Each pod contains an exciter which generates jamming system signals in specific frequency bands, and two transmitters that amplify and broadcast signals.

In the earlier versions of the Prowler, each exciter could only generate signals within one frequency band. Pods had to be changed each mission as potential targets changed.

The ICAP-2 exciter is capable of generating signals in any of seven frequency bands. It allows each pod to jam in two different frequency bands simultaneously.

Another major improvement with the ICAP-2 is in the tactical software. The software provides threat identification information and a geographic display to help the ECMOs (electronics countermeasures officers) select the best targets to jam.

Advancements have also been made in mission data. Information about the threats likely to be met on a mission, strike routes and other information are pre-recorded on tape. On present Prowlers, the ECMOs must enter this information manually into the onboard computers. In addition, maps cannot be displayed on present Prowlers display screens; they will be displayed on all EA-6B ICAP-2s and ICAP-1 updated aircraft.

All aircraft undergoing modifications will also have the latest Navy computer, AYK-14, installed. "This will provide increased computer capability, increase reliability, and avoid parts obsolescence," reports Buck. "In addition, it will provide a common computer language for all updated Prowlers and the ICAP-2 production aircraft."

Besides updating the Prowlers avionics, Grumman will modify the aft cockpit to resemble the aft cockpit of a ICAP-2 production plane.

Dual undertaking

While undergoing the facelift, all Prowlers will also go through SDLM. When an aircraft arrives at Calverton, it is "torn down." Fuel and engines are removed; paint stripped.

When the plane is in the tear down stage, Grummanites perform SDLM inspection. They inspect and evaluate each aircraft and recommend any repairs required to NAVPRO. The Navy then approves which repairs it wants Grumman to perform.

"When an updated EA-6B leaves the Calverton modification line, it will essentially have all the latest ICAP-2 capabilities. This commonality in systems will also increase supportability," states Buck.

obituaries

MARY K. WHALEN of Supplier Control, Pl. 287, died Sept. 9 at the age of 60. She had been with the company since 1965 and resided at 501 Esplanade, Apt. 301, Redondo Beach, Calif. 90277

MICHAEL SABIA of ILS Sub-System Engineering, Pl. 1, died Sept. 9 at the age of 48. He had been with the company since 1956 and resided at 27 N. Terrace Place, Valley Stream.

ANTHONY A. ANTON JR. of ILS Sub-System Engineering, Pl. 25, died Sept. 9 at the age of 60. He had been with the company since 1967 and resided at 1875 Beltagh Place, Bellmore.

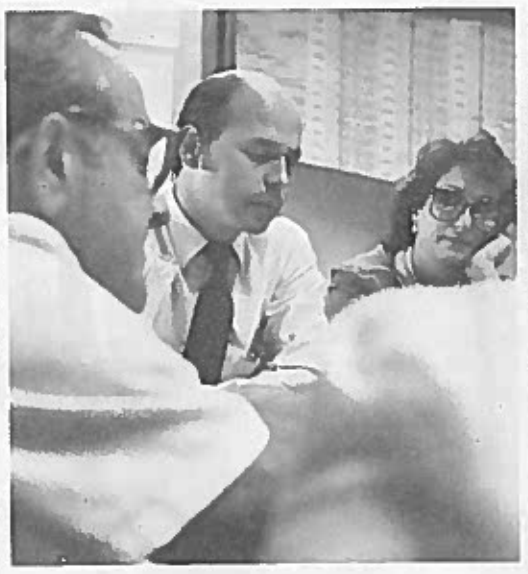
LUCY A. NODLE of Cromic Acid/Anodize, Pl. 3, died Sept. 12 at the age of 51. She had been with the company since 1974 and resided at 101 Farber Drive, W. Babylon.

LEO LALIBERTY of Prototype, Pl. 2, died Sept. 12 at the age of 51. He had been with the company since 1964 and resided at 30 Bayview Ave., Bayport.

OCTAVE SENTENAC of General Subcontracts, Pl. 30, died Sept. 18 at the age of 62. He had been with the company since 1967 and resided at 9 Squirrel Lane, Levittown.

ANTHONY GALARDI of Ctr. Sect-Sub Assembly, Pl. 2, died Sept. 20 at the age of 60. He had been with the company since 1965 and resided at 366 New Jersey Ave., N. Bay Shore.

JOHN H. GUTKES of PMM-MIL & Space, Pl. 40, died Sept. 27 at the age of 60. He had been with the company since 1948 and resided at 11 Dairy Farm Rd., Stonybrook.



'The Handlers.' *Above, L-R, are r Denise Claro, Facilitator Cal Pogo at immediate left: Ron Lombardo.*

Quality Circles turn brainpower into signi

The Materials Crusaders are 10 Grummanites who meet every Tuesday afternoon in a Plant 30 conference room. The meetings are deliberately kept informal — there are no Roberts' Rules of Order, no hands raised in the air. Occasionally, the group's leader, Vivian Dooley, interrupts to keep the discussion focused on the main order of business: finding ways to do their jobs better, and save the company some money in the process.

The atmosphere in the room may be informal, but the meeting's attendees view their mission with utmost seriousness. The Crusaders are a Quality Circle in the Requirements Planning section of the Materials Management Department. The Quality Circle, or QC, is an innovative technique that has made some noteworthy accomplishments since it was first piloted at Grumman two year ago. At this time, there are about 70 Grumman QCs — including 12 at Great River, six at Calverton, two at Stuart, and one at Milledgeville. The balance are at Bethpage.

QCs are a form of consultative management — members make recommendations, providing a sound basis for decision making. The sixty-odd proposals carried out so far have saved the company a whopping one and one-quarter million dollars, says Paul Sluiter, administrator of Grumman's Quality of Worklife program, which coordinates the QC effort. In addition to cost savings, the QCs have produced payoffs that are less readily quantifiable — payoffs such as increased morale, better staff communications, and more pride in workmanship.

Quality Circles are small — as a rule, there are about 10 people in each, although some at Grumman have as many as 13 members or as few as seven. Each consists of employees from a single work area, a circle leader (usually the immediate supervisor), and at the outset a facilitator — an individual who has been trained extensively in how QCs operate.

"Where did the Materials Crusaders get their name?", you might ask. That's the first order of business at a QC's first meeting. As well as providing a bit of levity, the names chosen by circles provide each group with a sense of identity.

Interestingly, although cost savings are harder to measure in office areas than in manufacturing, the vast majority of Grumman QCs are made up of office workers.

Not for Japan only

Quality circles originated in Japan in the early 1960s and over the years became a runaway success. QCs have helped give the Japanese workers a stake in the success of their companies. As a result, QCs can share some of the credit for the fact that the label "Made in Japan" is no longer associated with cheap, shoddy toys, but with well-made cars and home-electronics equipment.

It has only been in recent years that American industries have awakened to the fact that the Japanese have captured a sizable share of those two markets because of an almost-obsessive emphasis on quality.

Focusing on productivity

Productivity growth is another area where American industry is now attempting to learn from the Japanese success story. Though the American work force is still the world's most productive, other countries are closing the gap fast. The August '83 issue of *Monthly Labor Review*, published by the U.S. Department of Labor, reports that hourly output of business-sector workers grew by only 2.8 percent between second quarter '82 and second quarter '83.

Other countries are posting much higher annual gains. Most experts agree that among the best methods for increasing productivity are those that emphasize employee involvement — such as Quality Circles.

"Forward-thinking companies realize that they have to move in the direction of employee involvement," Sluiter maintains. "Companies realize that Quality Circles isn't just a harebrained Japanese scheme; it really works." Since they were first brought into American industry in the late '70s, QCs have spread fast. Along with Grumman, organizations such as Westinghouse, Boeing, Northrop, Martin Marietta, Hughes, the Navy, and the big automakers have implemented QCs.

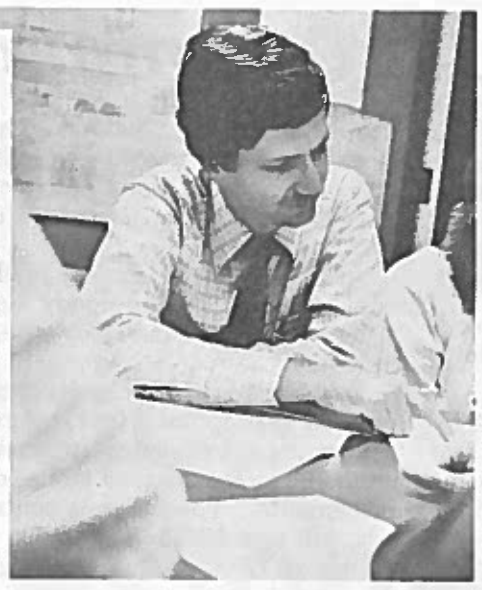
Transferring responsibility

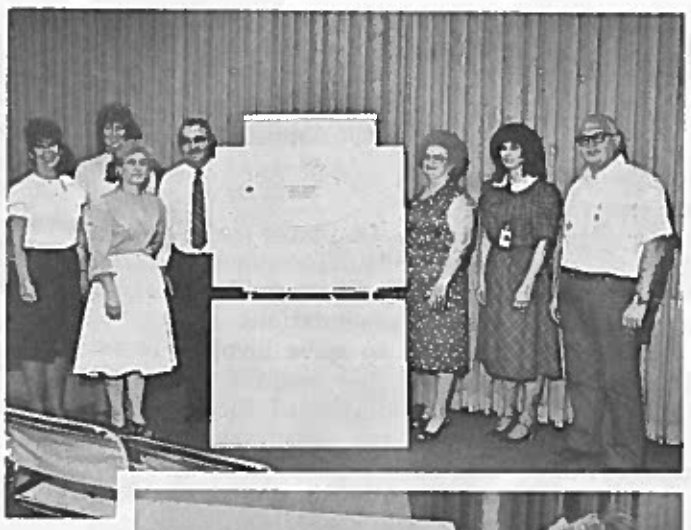
But in order for QCs to work, "people have to be willing to buy the idea of gradually transferring responsibility," Sluiter cautions. Sluiter says cooperation between the QC and both managers and co-workers is a "must." This is very important because it is ultimately up to

Avoiding perils and pitfalls

The following are some obstacles that can spell doom for a Quality Circle if they are not dealt with properly.

- *Lack of management support.* In at least one case, Sluiter states, a manager "scooped" the circle and claimed credit for solving the problem at hand.
- *Discord among members.* The most effective participants are those with fairly even-keel personalities. Someone who is overly argumentative or has an axe to grind against co-workers or management will hinder the circle's progress.
- *Taking on too big a project too soon.* Sluiter and Courten both stress that a QC should keep its focus narrow — especially when starting up. Big problems can be better resolved by two groups working together — which is also doubly effective at convincing management.
- *"Drafting" circle members.* Not everyone will want to join a QC, and forcing someone to sign up will cause resentment. Furthermore, co-workers will view a group of draftees as the department's "pets," and will be uncooperative in implementing proposals.
- *Taboo subjects.* Circle members should never discuss salary or personnel relations gripes.





embers of a QC in Plant 2 Materials & Manufacturing Engineering: Leon Sadoff, Dave Strickland, off, Leader Charlie Gosline, Jayme McCrosson, Frank Riccobene, and Bernie Simmons. In photo

ficant accomplishments

managers to decide whether a circle's proposals merit their approval, and up to co-workers to cooperate in doing things differently.

When QCs originally began as a pilot program at Grumman, they "went by the book," Sluiter recalls. The book in this case was a QC manual authored by a consulting firm specializing in employee involvement. The book's shortcoming was that it didn't provide for enough middle-management input.

Since QCs started in Japan, QC guides draw on that country's expertise, but there are big differences between Japanese and American businesses. For one, the American work ethic rewards individual, as opposed to group, achievement.

The circle concept thus has to be adapted to a company's "corporate culture." At Grumman, the QC effort already has the support of top officials in the form of the Quality Circles Steering Committee, which consists of vice presidents and directors. The ones that require convincing, Sluiter says, are the middle managers.

"A manager has to believe he is going to get something," he comments. Managers' recommendations are welcomed, and they are kept up to date on circle activities via a monthly progress report. Sluiter notes that when a circle presents its proposal, managers are usually impressed with members' problem-solving capabilities.

Sluiter can't stress enough the need for rapport between a circle and the manager of that particular work area. Without it, the manager will sour to the notion of QCs altogether.

"I always tell managers that if you have a bad relationship with your people, it will get worse with quality circles," he asserts. "If you have a good relationship, it will get better."

Some attrition

Because of these factors, QCs won't work in every setting. Nor is everyone cut out to be a circle participant. Several Grumman QCs — 11 to be exact — have disbanded. Most of those fell apart, Sluiter says, because members had too little time for meetings. But a number of other elements have also caused circles to fail (see sidebar).

Cleo Courten, facilitator of Materials Crusaders and a personnel administrator in the Materials Management Department, says that when a circle breaks up, the Quality of Worklife office tries to determine why.

"We'll do an 'autopsy' to find out what caused a QC to fail," she says. "It becomes a real learning experience."

The Quality of Worklife office uses this information to benefit other QCs. For example, it has printed up its own QC manual based on circles' trial-and-error experiences.

Pick a topic — any topic

Everyone involved in a QC must be trained for it to function properly. Those managers who do want to start a circle in their departments are presented with the pros and cons by Quality of Worklife. People interested in becoming circle leaders and facilitators are also invited to this presentation.

The circle leader and the facilitator attend a three-day training program. Volunteers are then encouraged to sign up — Dooley notes that her work area got more than enough people to join. "We ended up pulling the

(Continued on page 8)

'Diamonds in the Rough.' *Members of this QC from Plant 15 ILS Publications are (top photo L-R) Rhoda Fruchter, leader/facilitator Karen Hassen, Elaine Greenberg, Richard Ramputi, Marge Dolderer, Theresa Harding, and Al Levey. Pix were taken at its management presentation of a new typing style guide. Harding says one benefit of the QC is getting insight in the importance of others' jobs. Fruchter says working with others is gratifying. And Ramputi looks forward to tackling the next project.*

Quality Circles make headway at Grumman

(continued from page 7)

names [of interested people] out of a hat," she says.

The leader and the facilitator team up to train QC members in techniques such as brainstorming, problem analysis, research, speaking up, and presenting recommendations.

Choosing a problem to solve involves brainstorming, a technique that seeks to generate the greatest possible number of ideas. Freewheeling suggestions are encouraged. The guiding rule is "more is better."

These ideas are written down, then ranked in order of priority. The problem to be tackled is the one that emerges as the highest priority.

Circles engender enthusiasm

A circle's first problem usually takes about six months to solve. The process may seem slow at first glance, but it should be kept in mind that the circle only meets for one hour a week. Subsequent efforts tend to be much quicker because members are more proficient. It is rare for a circle not to accomplish anything after a year's running.

Since they are their co-workers' peers, circle members can sometimes be more successful than managers at bringing about change. As an example, Sluiter cites a department whose manager had wanted to change from paper to computerized recordkeeping for a long time. But the idea was resisted by his staff. When a QC in the department suggested this, however, the change was made.

The members of healthy circles report no shortage of enthusiasm. Dooley's Materials Crusaders have already submitted three proposals, two of which have been adopted. And, in her opinion, it has reached the critical stage where it can meet without a leader or facilitator.

"It's a very enthusiastic group of people," she says. "At our last meeting, we asked if anyone wanted to drop out, and nobody did."

Fred Buck, foreman in the A-6E and EA-6B wing assembly area of Plant 2, and leader of two QCs there, says that people from supporting work areas are often just as enthusiastic as circle members when asked for help in problem-solving. "It's amazing how they'll go out of their way to help out," he reports.

It's crucial for a circle to come up with a problem that isn't already being tackled by management.

Buck says circle members have become better communicators, too. Before, he says, "some people were just natural talkers. Now, the others have opened up, too."

Buck sees another big benefit in educating people about their jobs and those of their co-workers. Younger employees in a circle obtain sage advice from more seasoned Grummanites. The latter, in turn, benefit from the presence of "new blood."

"They (circle members) really feel they're a vital part of the company now," Buck says. "They can understand how the whole company operates."

Each of Buck's circles has successfully implemented a proposal. One, a new corporate procedure on gauge distribution, will save $13,294 annually in Buck's area alone, due to fewer misplacements. The other, a centralized drill cabinet, will save $94,363 annually, since people will spend less time obtaining the right tools for their day's work.

Dooley says it's important for a circle to come up with a problem that isn't already being tackled by management. For example, in her work area, a new computer system has already been installed, and new support furniture is being tested, eliminating two problem areas.

But, as Courten notes, "there's no such thing as a work area with no problems to be solved."

Sluiter says that while other companies may have bigger Quality of Worklife staffs, and more QCs, Grumman's is out front in terms of tailoring the concept to its structure. Grumman has a lower QC-attrition rate as a result, he says.

Sluiter is aiming for the "magic number" of 100 circles, though he can't predict exactly when that will come about. "I believe in Quality Circles," he declares. "I want to see it succeed."

letters

Dear Editor,

The world community continues to express its shock and outrage over the barbarous act perpetrated by the Soviet Union in shooting down an unarmed, commercial airliner with 269 innocent men, women and children on board. It is important that we, as a Nation, demonstrate moral leadership and never let the world forget that such actions cannot and will not be tolerated in a civilized society.

While our indignation has been legitimately focused on the Soviet Union, we seem to have forgotten the real victims — the wives, husbands, sons and daughters of those who perished on flight 007. For example, when Jan Hjaimarsson's life was abruptly ended on that fateful flight, his wife Olga, daughter Olivia (age 3) and newborn son Alexander, residents of Queens, New York, were left without a husband and father. All told, the lives of 61 American families were devastated by this tragic event.

The Soviet Massacre Victims Assistance Fund has been created to assist the neediest of the families in these most difficult times. Bob Hope has agreed to serve as the Honorary Chairman of the Fund and several other prominent Americans, such as Lee Iaccoca and Governors Mario Cuomo and Thomas Kean, are Co-Chairmen of the Fund.

I know that you share my indignation over the shooting down of a civilian airliner and the taking of 269 innocent lives. This fund gives all Americans an opportunity to show that we do indeed care. It also allows us to demonstrate to the world that we will not forget this horrendous act.

I urge you to take the time and give whatever you can to the Soviet Massacre Victims Assistance Fund. No amount is too small or too large. Whether it is $5, $50, $100, or more, please contribute to: Soviet Massacre Victims Assistance Fund, Post Office Box 007, Washington, D.C. 20013.

All donations are tax-deductible. Please act today. Thank you.

Sincerely,

Alfonse D'Amato

Alfonse M. D'Amato
United States Senator

Dear Editor,

During these times, it is not often that one has the opportunity to write this type of letter.

On the 7th of September, Mr. Anthony Prezioso (of Material Management) cashed his Grumman paycheck and was overpaid by one of our tellers by $100. He did not count the money he received until later that day. He promptly called me advising me of the error and the next day he returned the overage.

Will you kindly express to Anthony our sincere appreciation for his honesty.

Sincerely,

James J. Morici
Branch Manager, Bethpage
European American Bank

calendar

Society of Manufacturing Engineers: Mon., Nov. 14, Polytech Institute, Farmingdale, 7:30 p.m. Guest speaker will be Larry Noble, President of Norman Noble Inc., Cleveland, Ohio. Guests welcome. V. Pavlik, Ext. 8767/8768

N.Y.S.S.P.E. Suffolk County Chapter: Thurs., Oct. 20, Feed & Grain, Smithtown, 7:30 p.m. Dinner meeting. Sat., Nov. 5, bus trip to Atlantic City, N.J. Guests welcome. W. Lipman, Ext. 2595

Carpools

Blue Point to Bethpage: Riders wanted to join existing van pool. 7:00 a.m. — 3:30 p.m. D. Zinnel, Ext. 3715

Levittown to New South Road or Hazel Street Gate: Ride needed. Will pay weekly. J. Lesser, 5235 or 735-4607 eves.

L.I.E. Exits 61 & 62 to Plant 2: Need one more person for existing car pool. 7:00 a.m. — 3:30 p.m. B. White, Ext. 8791

Flushing, Whitestone, Bayside to Bethpage: Want to start or join existing car pool. L. Eskanazy, Ext. 3452

retirees

On behalf of our fellow workers, *Plane News* salutes the following men and women for their contributions to the company and wishes them well in their retirement. Those who retire in October are:

Robert J. Harrison (3), John J. Bloodgood (30), John A. Cerra (3), Albert J. Decker (2), Genari E. Frappaolo (2), Paul Mann (43), Ruth E. Moorhead (2), Edna E. Ranftle (28), Veronica A. Sharp (44), David H. Thompson (7), Frank Tomori (2), George W. Voss (43), Kenneth R. Weaver (40), John T. Wojciechowski (6), Charles T. Young (28), John Bohun (5), George W. Voss (43), Vincent Fasano (3), Fitzpatrick Edmonds (3), Olga C. Peters (111), Marie Gulino (6), Edward Fuoco (6), Jack Colodney (40).

M. Ciminera

J. Herba

T. Martines

W. Gourlay

J. Wickel

F. Locascio

T. Kattau

T. Zach

H. Carroll Jr.

service milestones

40

George J. Souhrada, Presentations Serv (5)
Therese M. Hauser, Mail & Teletype Serv. (15)

35

James P. Kelly, ILS Tech. Dir. (1)
Vincent J. Lambert, Prod. Superv. (1)
Edwin W. Szybillo, Plt. Servs. (2)
Robert A. Burns, Composites & Adhes. (2)
Leo E. LeRoux, Distrib. Servs. (2)
Howard G. Olson, Plt. Servs. (3)
Kennedy R. Gruebel, Presentations Servs. (5)
Dominic A. Valenza, Veh. Liaison Eng. (5)
Arthur A. Filete, Mfg. Ops. Staff (5)
William H. Kobel, Jigs, Details & Sub-Assy. (6)
Sidney V. Johnson, Veh. Des. Proj. Mgt. (25)
Lawrence A. Pacelli, Boeing Final Assy. (77)
Simon W. Kempf, ILS Ops Supp. (105)

30

Arthur S. Schorr, Mfg. Est. Adv. Prj. (2)
Kenneth E. Hubner, Templates (2)
Gregory S. Criscione, Employee Servs. (2)
Edward McCrossen, Maint-Rearrange. (3)
Hector S. Azzaro, BPA Q.C. Mgmt & Admin. (3)
William Hubschman, Plt. Servs. (4)
Arthur T. Diederich, Presentations Servs. (5)
Algie J. Bubnis, Plt. Protection (6)
Francis M. Moscater, A6/EA6B Sys. Install.-DA (6)
Walter Wall, L/R Join. F-14 (MAP 189) (6)
William A. Brehm Jr., Production M/S (6)
Percy R. Sharp, Jigs, Details & Sub-Assy. (6)
Joseph P. Gebbia, Mech. Process Eng. (12)
John L. Schenna, Plt. Protection (18)
Dorothy V. Honor, Repro Servs. (25)
Joseph A. Caviola, Salary Admin. (28)
Joseph C. Kincaid, Mach. Parts/Matl. (30)
John J. Moylan, Crew Sys/Equip. Integ. (35)
John A. Ferguson, Reqts. Plnng. (43)

25

Cornelius R. Dore, Veh. Struct. Anal. (1)
Margaret R. Cornell, Prog. Mgmt. F-14A (1)
John B. Gianni, EBW-Mach. (2)
Frank E. Pluhar, Prod. Eng. (2)
Clifford H. Holmes, Convent. Machs. (3)
Joseph T. Fischetti, Maint-Rearrange. (3)
Vincent M. Maggipinto, Veh. Liaison Eng. (3)
Herbert Puccinelli, Q.C. Mech. Insp. (3)
Walter A. Smith, Flt. Transport. (4)
Ronald P. Hrubes, Wood Shop (5)
Louis P. Dietz, Crew Sys/Equip. Integ. (5)
Bing S. Sue, Fluid Pwr/Pyrotech. (5)
Richard G. Marth, Optic & Display Equip. Des. (5)
Jerry G. Katz, Specifications (5)
Walter R. Burhans Jr., Adv. Aircraft Sys. (5)
Michael V. Ciminera, Market & Adv. Tech. (5)
John J. Herba, Corp. Instr. Ground Test (5)
Theodore J. Martines, Resources M/S (5)
Frank Brancaccio, Assemblies (6)
Warren F. Gourlay, Operations (6)
Joseph A. Wickel, Warehouse (6)
Frank J. Locascio, Mgr. Admin. & Ops. Cntl. (6)
Thomas F. Kattau, Flt. Avionics (8)
Joseph W. Hizinski Jr., Maint-Rearrange. (13)
Theodore A. Zach, ILS Prog. Mgt. (25)
Howard C. Carroll Jr., Electromech. Des. (25)
Charles A. Nathan, Adv. Prog. Eng. Mgrs. (25)
Louis H. Hemmerdinger, Adv. Prog. Eng. Mgrs. (25)
Stan Harris, Prog. Contracts (25)
Olive Mary Hadzor, ILS Sys. Concepts (35)
Thomas S. DiCicco Jr., Standards (35)
Anthony P. Pace, Standards (35)
Kenneth R. Weaver, Land Gear Carrier Suit. AB/ARM (40)
Thomas Trifaro Jr., Mech. Detail & Fin.-Temp. (43)
Pasquale J. Amoroso, Avionics Sys. Test-Temp. (43)
George H. Minch, Purch. M/S (289)
Ernest Prodromides, GAC St. Augustine (265)
Kirk Keer, Prog. Mgt. Space (71)
Mike DeSanto, Document Process. (30)

C. Nathan

L. Hemmerdinger

S. Harris

O.M. Hadzor

T. DiCicco Jr.

A. Pace

K. Weaver

T. Trifaro Jr.

G. Minch

E. Prodromides

K. Keer

M. DeSanto

This issue features those Grummanites who celebrated service anniversaries in September.

J. Gianni

F. Pluhar

J. Fischetti

V. Maggipinto

H. Puccinelli

R. Hrubes

B. Sue

R. Marth

J. Katz

milestones

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(Continued from page 9)

Andrew J. Hillery Sr., Manufact. Bus. Mgmt. (1)
Ralph P. Esposito, Subsystem Reliab. (1)
Gasper J. Calderone, Optic & Display Equip. Des. (1)
Nicholas Barone, Spotweld (2)
James Peganoff, Parts Paint (2)
John E. Lanphear, Plt. Servs. (2)
Michael F. Hlinko, Prod. Eng. (2)
Stephen Conte, Composites & Adhes. (2)
Frank J. Douso, Maint-Rearrange. (2)
Joseph Arabia, Maint. Waste. Dispos & Grond. (2)
Stella Saks, BPA Q.C. Mgmt & Admin. (2)
Lawrence J. Cepelak, Cutting Tool Inspect. (2)
Peter D'Angelo, Convent. Machs. (3)
John Simonetti, Convent. Machs. (3)
George D. Hellyer, Convent. Machs. (3)
Eugene C. Dykas, Convent. Machs. (3)
John W. Stalter, Honeycomb Core Details (3)
John P. Reid, Maint. Indust. Cntrl. (3)
Bertrand J. Durette, Flt. Avionics (4)
David Karpiloff, Corp. Instr. Sys. (4)
Edward W. Conroy, Ops. Anal. (5)
Everett H. Harns, Supp. Sys.-Other Plts. (5)
Vincent Simone, Market Plnng & Research (5)
William K. Lewis, Maint-Rearrange. (6)
Frank Neri Jr., F-14 Struct. Inst/ DITMCO (6)
Walter A. Seppala Jr., Elect. Bench Assy. (6)
John W. Jabbonsky, Assy. Methods & Plnng. (6)
Russell L. Hanwick, Prog. Coord. (6)
Nicholas S. Fico, Trans-Ops. (7)
Arthur H. Angst, Corp. Instr. Ops & Projs. (7)
Donald O. Raymond, Flt. Avionics (8)
Ronald L. Johns, Elect. Test (8)
Joseph A. Gioffre, Electron/Elect PRD Sup. (8)
Charles D. Kelly, Prog. Contracts (9)
Ronald B. Pond Jr., Thrust Reversers & Nacelle (9)
Howard W. Schmohl, Q.C. Lab. (10)
Robert A. Nowak, Maint-Rearrange. (12)
Steve H. Lee, Metallurgical Eng. (12)
Michael J. Sassano, Simulation (14)
Carolyn Robertson, Repro Servs. (15)
James W. Maskulyak, Repro Servs. (15)
George L. Franke, ILS Tech. Writ. (15)
Julius G. Thum, ILS Qual. Assurance (15)
Richard J. Bozzella, B/P Warehouses (17)
John Rizik, ILS Elect. Pack. (17)
Isaiah Bradshaw, Invent. Cntrl. (21)
Kenneth Johnson, Presentations Servs. (25)
Martin Brunnwasser, Electromag. Compatibl. (25)
Joseph Y. Chang, Nuclear & Astrophy. (26)
Dolores B. Stierle, Benefits (28)
Rocco Tropea, Invent. Plan & Anal. (30)
Marjorie E. Oliver, Reqts. Plnng. (30)
Joseph J. Nobile, Reqts. Plnng. (30)
John A. Forestiero, Mach. Parts/Matl. (30)
George A. Pavlicin, Matl. Sys. (30)
Robert A. Ingram, Contract Term. (30)
Lawrence C. Frank, ILS Auto Circuit Anal. (35)
Stanley M. Saffron, Info. Rec. & Serv. (35)
Henry J. Donnelly, Navig. & Cntrl. Equip. Des. (35)
Barnett Frumkin, Prod. Tech. Dev. M/S (35)
Rita J. Conigliaro, Ops. M/S (35)
Robert W. Kroog, Corp. Contracts (35)
Jack Colodney, ILS RF/Servo/Elec TPS Eng. (40)
William Magnis, Plt. Protection (43)
John C. Kaull, SPC Proj. Prototype-Temp. (43)
Conrad R. Petersohn, Mech. Struct. & Assem. (43)
Gregory W. Knowles, Thermodynamics Staff (47)
Arthur H. Wintjen, Prog. Plnng. Cntrl. & Budg. (47)
Robert H. Benson, Tool Fab. (66)
Norman W. Daubert, Procurement (66)
Eugene R. Rathgeber, Pwr. Plt. (77)
Gerald J. Steger, Maint-Facil. Equip.-Gen. (111)
Cornelius J. Quigg Jr., PPO-F-14 (280)
Arthur T. Maguire, A/C Avion Sys-Other Plts. (280)
Hugh Paterson, Corp. Instr. Ground Test (563)

15

Mildred A. Lebrecht, Alodine (2)
Rose Morsellino, Templates (2)
Charles Johnson, Alodine (3)
Ralph Hinna, Maint-Rearrange. (4)
James J. Karanik, Pwr Plt. Des. (5)
Jerome O. Feldman, Prog. Contracts (5)
William F. Grau Jr., EF-111 Struct. Mod-DA (6)
George E. Chapman Jr., Indust. Eng. (6)
George A. Gillott, Manpower Budg. & Cost Stat. (7)
Michelina M. Oest, Operations (25)
Edward J. Schneid, Nuclear & Astrophy. (26)
Alice Dixon, Fin. Op/Secretaries (26)
Bernard Mallow, Gen. Commod. (30)
Louise V. Marchesiello, Corp. Proc. Ops. M/S (30)
Philip Beilock, Matl. Sys. (30)
Caroline M. Hubbell, Doc. Proc. Servs. (35)
Rita O'Shea, Repro Servs. (40)
Lawrence M. Siciliano, Food Serv. (40)
Jerry A. McLearen, Mgmt & Staff (56)
Robert B. Thompson, Mach. Shop (56)
Paul Umoff, Houston (52)
Roy F. Alfred, Maint. Admin. (56)
Charles R. Jackson, Prod. M/S & Shop (77)
Robert C. Thacker Jr., Prototype/Detail Parts (77)
Raymond L. Noland, Pwr Plant (77)

Women in space

A Long Island chapter of the Association of Women in Space is now being formed by a group of women at SUNY-Stony Brook University. If you are interested in joining, contact Gail Schuman, m/s F16-07, Ext. 117-6998.

GRO feels like a million

Grummanites at Great River Operations met the challenge head-on. They recently received the coveted award-of-merit from Travelers Insurance for working over one million manhours without a disabling injury that resulted in lost time.

On September 28, the Great River team celebrated the event with a special free luncheon. Before the festivities, Great River Operations general manager, Vice President Bruno Caputo (2nd L) accepted the Travelers award on behalf of his fellow workers. (Above) Also in attendance were (L to R) John Klevanosky, director of Quality and Safety Ops. for GRO; Carl Pearson, assistant director of Engineering for Travelers; Joe Kingfield, vice president-Quality and Safety Operations; and Albert Free, senior engineering representative Travelers.

Georgia's best. *The varsity softball team from Plant 66 in Milledgeville won the Georgia industrial crown. The Champs — (from L, kneeling) Kelley Stinson, Pedro Tamayo, Phil Treadway, Wendell Barr, Nelson Cullum, Leonard Duncan and Mike Bradley and (standing) coach Jim Hicks, Ben Hodges, Ken Murphy, Clay Wood, Mark Dickey, John Holmes and Ralph Vincent — played in a Baldwin, L.I. tournament over Labor Day weekend.*

They had hopes up North

Grumman's Milledgeville varsity softball team flew up to Long Island over the Labor Day weekend for the Metro-Long Island National ASA Men's Class B Tournament, but unfortunately didn't fly back to Georgia as champs. The team won one game and lost two in the double-elimination tournament, at Baldwin Park.

The Grummanites scored a 2-0 victory over the Long Island *Journal* in the first game. But its 5-4 loss to last year's defending champion, Annie Tique's, put it in the losers' bracket. In the third and final game, the team lost 7-6 to McKeon's.

The winner of the tournament was Family Med practice of Smithtown.

The Milledgeville team didn't end the season without cause to celebrate, though. Coach Jim Hicks' powerful team continued to dominate in their home town and was crowned Georgia Industrial Softball State champion this year.

In addition, the Georgians split an exhibition double-header with their Grumman counterparts from Long Island. They won the first game 5-3, but lost the second (after nearly coming from behind by getting five runs in the bottom of the seventh and bringing the tying run to the plate), 11-9.

Four varsities traveled over Labor Day weekend

Best Nationals finish for men in 16 years

The Grumman men's varsity softball team started the season with seven rookies on a roster of 20 players. It was a team built to win with base hits. It didn't have the home run power of previous teams, but it had speed. This team was out to win the Nationals, and it very nearly did.

The Grumman varsity ran off a string of four wins before dropping two games to finish fifth in the Industrial Nationals in Moutrie, Georgia last Labor Day. No Grumman team has done as well since the team took the title in 1967.

"This was one of the toughest nationals," explains Joe Cavalluzzo, longtime coach and player, participating in his first Nationals as the team's manager. At first, it didn't look tough.

It was hot and humid in Moultrie that Friday before Labor Day, but the Grummanites just made it hotter. They turned on the heat with a 14-hit attack against Champion Paper of Ohio. Bob Beattie and Lou Volpe led the attack, each going 3 for 4 at the plate.

The team kept up the pressure. First, the Grummanites beat Rumpke Packers 9-5, then they topped Local 969 of the United Auto Workers by a 4-1 score.

Their most satisfying win, however, was the next game against Raffield's Fisheries of Florida. This was no ordinary opponent. This was the team that won the Industrials in the wide-open fields of Moultrie only two years ago. With Nick Catania and Rich Chatterton each getting a pair of RBI's and the Grumman defense continuing to prove its impenetrability, they sent Raffield's reeling after a 6-0 loss. "Their manager told me this was the first time they had been shut out in five years, something like 500 games," says Cavalluzzo.

It was the last win for the Grummanites.

Sikorsky did it again. As good as the Grumman defense was for the first four games, it just let down against the old rival from Connecticut.

As Cavalluzzo puts it, "Sikorsky got four unearned runs, and they ended up winning by four unearned runs."

The 7-3 loss to Sikorsky, which finished second in the tournament, was frustrating, but the Tomcats still had to pick right up and play Boise Cascade.

"The guys were thinking of Sikorsky," recalls Cavalluzzo. The team from North Carolina jumped all over us right in the beginning."

Boise Cascade scored 10 runs to Grumman's three in the first two innings, then coasted to an 11-5 victory over the Tomcats.

In spite of the two heartbreaking losses, this is a team that can play the Nationals game. It's a game where smart baserunning and solid defense beats power. It's a game where a team needs depth to keep fresh players on the field.

While the team won't have veterans Joe Collelouri and Frank Straub or rookies Ray Constanzo and Bob Muhleisen back next year, it will still be solid. "There's only a fine line between the starters and the alternates," says coach Bill Diercks.

And there's only a fine line between Grumman and Sikorsky.

Great River's Femia pitches no-hitter in Pittsburgh

Slow-pitch softball is a hitter's game. The best pitchers have to settle for giving their opponents a few runs, even though they've got the hitters reaching for bad pitches.

A shutout is a rarity, especially in a national tournament. A no-hitter? Never!

Never say "never." Carmine Femia pitched the Great River varsity softball team to an 18-0 no-hitter over Monarch Marketing of Dayton, Ohio, in the U.S.S.S.A. Industrial "B" World Tournament held Labor Day weekend in Pittsburgh, Pennsylvania. The team finished 15th in a 63-team field in its first national tournament.

Singular Achievement

"It was one in a billion," proclaims Femia. "I really didn't know I was pitching a no-hitter. There were one or two errors in the game and I had walked a batter. You're in your own world there on the mound and you get caught up in the game.

"But when I got the last batter out, everybody came running off the bench!" No wonder. No other pitcher in a U.S.S.S.A. national tournament had ever "lobbed" a no-hitter, and his achievement will be chronicled in the U.S.S.S.A. Hall of Fame in Virginia.

As far as he's concerned, though, the credit belongs to his teammates in the field. "The defense was terrific."

There was the catch Bob Demeusy made in left-centerfield, much like the one Mickey Mantle made to save Don Larsen's World Series no-hitter. Then there was the brilliant teamwork of middle infielders Mark Entwhistle and Ed Cavar to steal away a sure single up the middle and turn it into an inning-ending out. "We had sparkling defense that game," says team manager Frank Cioffa.

It was an exciting game in an exciting tournament pitting evenly matched teams against each other.

The Grummanites had traveled all the way to Pittsburgh, only to be knocked into the loser's bracket with a first game, 6-5 loss to the eventual fourth place finisher, Martin Marietta.

Faced with sudden death, the Grumman team beat DuPont of West Virginia. The DuPont squad, the best team Cioffa says he saw play in the tourney, made up an 11-1 deficit and had the tying run up in the last inning, only to lose 15-12 to the Grummanites. It was the first time anyone had scored in double figures against the Grummanites all season.

Then came the no-hitter. "We thought we were on a roll," says Cioffa.

But they couldn't keep rolling.

They lost their last game, 4-3, to Dayton Progress in the last inning. That's how tough they've been all year. "We've never lost a game by more than two runs all year."

Women try to conquer West

The Grumman women's varsity softball team did not return home from Oklahoma with the coveted National Championship trophy. The Grummanites finished in 14th place out of 36.

They won the honor of making the long trip west to the Women's Industrial Nationals in Tulsa, Oklahoma, by winning the Metro Industrial Tournament. The Grummanites swept three games on the way to the local championship.

After disposing of Avis, 3-2, the team poured on the power against Michelin (11-0) and once again defeated Avis (12-1). Denise Manning was the MVP for the tournament.

In the Nationals, it was a different story. The Grummanites were dominated by their opponents. It points out a basic problem that has plagued the Grumman women in recent years: It's tough to prepare for the competitive Nationals. "Industry-wide, there is no competition around here," says team manager Al Grillo. And the competition at the Nationals gets more experienced each year. "We play 25, 26 games a year. Most of the teams we play in the Nationals compete in 50 games or more."

While the varsity had trouble facing the more experienced powerhouses from across the nation, the squad was also hurting. Three starters were sidelined with injuries. Among them was Nancy Bradley who hit .600 last year and was the team's leading hitter.

Still, the varsity made their presence known. Unfortunately, the old Grumman curse of dropping the first game in the Nationals continued. The women dropped the opener, 8-5, to St. Paul. What made it so tough was that St. Paul went on to drop its next two games and was knocked out of the Nationals, states Grillo.

As in previous years, the women rebounded nicely. They dumped C.R. Anthony's team, 10-4. They went after Regal Pistols and gunned them down decisively, 5-1.

With one loss against them, the Grummanites had sudden death always staring them in the face. And, against Cargill Gold, sudden death came, 5-4.

That one-run difference came on a close call at the plate early in the game. Manning was called out trying to score. Later, Cargill players said they thought she was safe — only one opinion counts, though.

Karen Bradley led the Grumman hitters in the Nationals with a .429 batting average. Bonnie Dressler hit .400 and Robin Pagnozzi hit .357.

scorecard

Checkmate

The 1983 Grumman Chess Championship begins Friday, October 21 at Plant 28A. It will be a six-round tournament (no eliminations) with trophies awarded to the top five competitors.

There is no entry fee. Tournament procedures will be discussed October 21 from 5 to 6 p.m.; registration takes place at 6:30 p.m. The first round begins at 7 p.m.

Contact Ken Marley, Ext. 4901, for additional information.

Curtain call

The Grumman Theatre Guild's Fall production will feature Friday and Saturday evening performances of Neil Simon's *California Suite.* Performances take place October 28-29 and November 4-5 at 8 p.m. at Bethpage (JFK) Junior High School on Broadway in Bethpage.

Call Grumman Recreation, Ext. 2133, for ticket information.

Face-off

Talk to members of the Grumman varsity hockey team and they'll tell you that "This is the year."

After being knocked out of the playoffs in an overtime game last year, the Tomcats have gone through an extensive rebuilding and pre-season training program. The squad is confident that this is the year the Industrial Cup comes to Grumman.

Coach Don White will be looking to last year's number one line — scoring champion Tim Shelley, captain Jim Allen, and co-captain John Look — for a return performance as league leaders.

The Tomcats' defense also looks strong. The league's top goalie, Kevin Kiendle, returns to guard the nets for the Grummanites.

The rebuilding program has already paid off for the Grumman team. The Tomcats recently played the defending league champions, John's Pub, and slaughtered the champs, 8-1.

The Tomcats' next game is Wednesday, October 26 at the Nassau Coliseum at 6:30 p.m. For more information, contact White, Ext. 0733.

The very best

Industrial tennis is coming of age. It's getting national attention with the inauguration of the Holiday Inn Corporate Invitational tournament, managed by *World Tennis* magazine. Who will be the national champs? They could very well be Grumman's own Rich Brown and Paul Zagorsky.

The pair survived a varsity tennis team elimination tournament for the right to represent Grumman in the first step of the tournament, the regionals. The single elimination regionals will start tomorrow at the National Tennis Center in Flushing Meadow, and will continue on October 22 and 29.

Each of the winning pairs in the eight regions will be flown to Tennessee in February for the finals.

"They are a super team," says Bill Wenzel, Grumman varsity manager, of Brown and Zagorsky. Brown captained his RPI tennis team and Zagorsky is a former varsity player at the Air Force Academy and Oklahoma State.

It's a kick

Grumman Recreation will, once again, have discount tickets available for six of this season's New York Arrows indoor soccer games at the Nassau Coliseum. And each of these games offers an extra treat for Grummanites.

Opening night, November 6, will be a fund raiser for the International Games for the Disabled, which the Island will host next summer. Although you'll pay full price for these tickets ($6 instead of the regular discounted price of $4) the Arrows will give $3 from each ticket to the International Games. The Arrows are trying to help raise $100,000 for the games.

As an opening night treat, the Grumman varsity will take on Fairchild. The Arrows will play Memphis.

Other events for Grummanites are: December 9 vs. Buffalo, when there'll be a photo and autograph session at 6:30 p.m.; January 8 vs. Phoenix, when the Grumman varsity will play again; February 10 vs. Los Angeles, when the Arrows will give away autographed soccer balls to lucky Grummanites; March 25, another Grumman doubleheader; April 15 vs. Memphis when the Arrows will host a tail-gate party for Grummanites, and provide the hot dogs and beer. Tickets are $4 each and are available at the Recreation office in Plant 28A.

Call Recreation for tickets.

Tremendous train set

If you and your kids love model trains, you won't want to pass up the opportunity to see the efforts of the Grumman Model Railroad Society. The Grumman club is holding an open house on Saturday, October 15 (1-3 p.m.); Sunday, October 16 (1:30 to 3:30 p.m.); and Wednesday, October 19 (5 to 8:30 p.m.).

The club members have a model railroad layout that will knock your socks off. Stop by Plant 28A and see for yourself.

Take a ride

Recreation has a weekend excursion to Reading and Hershey Pennsylvania scheduled for December 2-4.

On this trip you'll visit Christmas Village, Hershey World, Founder's Hall, you'll also shop in Reading, feast on a Penn Dutch family meal and at a Hotel Hershey Sunday Brunch.

All this, plus accommodations at the Lincoln Motor Inn, for $145 per person, double occupancy.

To make reservations contact Recreation.

GRUMMAN plane news

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